



April 2008

HR BULLETIN

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MTA Annual Salary Survey

The HR/Education committee will be conducting a salary & health insurance benefit survey in June. This will be our 5th survey and over the course of time the most prominent changes we see are in jobs and position titles. As our companies change and diversify, new and different positions are developed. We strive to keep the information up to date and would like to include the new jobs in your companies. We're asking you to provide your job title and a brief position description for inclusion in the next survey. Please email your requests to one of these project committee members: sgunders@gvtel.com or rklein@connections-etc.com at your earliest convenience, preferably no later than May 8th. Thank you for supporting our efforts to bring useful information to you!

MTA-U for Managers & Supervisors

June 5 or 6, 2008 – 9 a.m. – 4 p.m.

Radisson Hotel, St. Cloud, MN

Now in its fourth year, MTA-U for managers and supervisors is the annual source for developing leadership skills and learning important human resources responsibilities. Here are the topics for the next course.

De-Escalating Emotionally Charged People

This is a follow-up to Bill Maloney's MTA Breakout Session last March. In a half-day session, Mr. Maloney will teach you specific techniques to help manage those difficult situations with both employees and customers.

Industry Update & Tech Trends

See demonstrations of the latest consumer electronics your customers are connecting to the broadband network. See a live VOIP video call and hear a live wireless VOIP call. Watch video stream from a Slingbox.

This fun and fast-paced presentation serves as a wake-up call: telecom has moved way beyond voice.

Finance for Non-Accounting Professionals

This section will provide a thorough breakdown of financial terms and processes for rural telcos, underscoring the difference between regulated and deregulated lines of business. Participants learn how the telco makes money.

They are trained on how to read and understand operating statements, balance sheets, cash flow statements, budgets and more.

Register exclusively at www.mnta.org and follow the simple on-line instructions.

What Employers Need to Know About New Nursing Mother Law

In 2007, law was passed that requires employers to provide reasonable unpaid break time, each day, to an employee that needs to express breast milk for an infant child. The statute indicates that the break time must, if possible, run concurrently to any break time already provided to the employee. *The employer is also required to make a reasonable effort to provide a private location (other than a toilet stall) in close proximity to the workplace for this activity.* The definition of “employer” in this statute is described as a person or entity that employs one or more employees.

The State of Minnesota has two additional statutes that protect nursing mothers. Upon request, a nursing mother can be excused from jury service if she is not employed outside of her home and if she is responsible for the daily care of the nursing infant. In addition, a mother may breastfeed her child in any location, public or private, where the mother and child are otherwise authorized to be.

E-Verification Requirement for Minnesota Employers

Minnesota employers who have state contracts in excess of \$50,000 are now required to use the Homeland Security’s E-Verify system. Gov. Pawlenty signed Executive Order 08-01 in January 2008 mandating this requirement. This order requires employers to verify the employment eligibility of all new hires through the federal E-Verify system. Several states such as Colorado, Georgia and

Arizona, and others have also made this requirement for employers who have state contracts.

Under Minnesota's Executive Order 08-01, state contracts with vendors and subcontractors now require:

- Certification of compliance with the federal Immigration Reform and Control Act of 1986 for employees working in the United States
- Certification that the vendor/subcontractor is not knowingly hiring persons unable to lawfully work under U.S. immigration laws
- Vendors and subcontractors to certify that they have implemented or are implementing the E-Verify program for new hires
- Termination of vendors/subcontractors who knowingly employ workers ineligible to work in the U.S. under federal immigration law

Employers will need to register with Homeland Security and attend on-line training prior to being able to access the E-Verify system. E-Verify notices are required to be posted on the employer's premises in an area where applicants can view them. For additional requirements and details regarding E-Verify, visit the following link:

http://www.dhs.gov/ximgtn/programs/gc_1185221678150.shtm

A link to the Executive Order is below.

<http://www.governor.state.mn.us/priorities/governorsorders/executiveorders/PROD008598.html>

HR Bulletin is written by members of the MTA Education and Human Resources Committee and is intended for MTA members only.

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